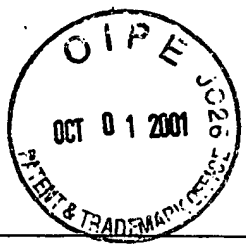


#3



Practitioner's Docket No. 1525D/113

PATENT

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**COMBINED DECLARATION AND POWER OF ATTORNEY**  
**(ORIGINAL, DESIGN, NATIONAL STAGE OF PCT, SUPPLEMENTAL, DIVISIONAL,**  
**CONTINUATION, OR C-I-P)**

---

As a below named inventor, I hereby declare that:

**TYPE OF DECLARATION**

This declaration is for an original application.

**INVENTORSHIP IDENTIFICATION**

My residence, post office address and citizenship are as stated below, next to my name. I believe that I am an original, first and joint inventor of the subject matter that is claimed, and for which a patent is sought on the invention entitled:

**TITLE OF INVENTION**

System and Method of Identifying Options for Employment Transfers Across Different Industries

**SPECIFICATION IDENTIFICATION**

The specification was filed on June 15, 2001, as Serial No. 09/882,292.

**ACKNOWLEDGMENT OF REVIEW OF PAPERS AND DUTY OF CANDOR**

I hereby state that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information, which is material to patentability as defined in 37, Code of Federal Regulations, Section 1.56, and which is material to the examination of this application, namely, information where there is a substantial likelihood that a reasonable Examiner would consider it important in deciding whether to allow the application to issue as a patent.

**CLAIM FOR BENEFIT OF PRIOR U.S. PROVISIONAL APPLICATION(S)**  
(35 U.S.C. Section 119(e))

I hereby claim the benefit under Title 35, United States Code, Section 119(e) of any United States provisional application(s) listed below:

**PROVISIONAL APPLICATION NUMBER**

**FILING DATE**

60/211,823

June 15, 2000

60/242,043

October 20, 2000

## POWER OF ATTORNEY

I hereby appoint the following practitioner(s) to prosecute this application and transact all business in the Patent and Trademark Office connected therewith.

APPOINTED PRACTITIONER(S)	REGISTRATION NUMBER(S)
Keith J. Wood	45,235
Bruce D. Sunstein	27,234
Robert M. Asher	30,445
Timothy M. Murphy	33,198
Steven G. Saunders	36,265
Harriet M. Strimpel	37,008
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Samuel J. Petuchowski	37,910
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Herbert A. Newborn	42,904
Elizabeth P. Morano	43,193
Jean M. Tibbetts	43,900
Jay Sandvos	44,729
Sonia K. Guterman	45,243
Yang Xu	47,299
Alton Hornsby, III	47,953
Alexander J. Smolenski	48,241
John L. Conway	P-48,241

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---

SEND CORRESPONDENCE TO

DIRECT TELEPHONE CALLS TO:

Keith J. Wood  
617-443-9292

Keith J. Wood  
125 Summer Street  
Boston, MA 02110  
USA

Customer Number 002101

---

**DECLARATION**

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

**SIGNATURE(S)**

Laura T. Putnam  
Inventor's signature

Date 7/19/01

  
Country of Citizenship US

Residence Bloomington, NY

Post Office Address 32 Greenkill Road, Bloomington, NY 12411

---

Eileen C. Shapiro

Inventor's signature

Date \_\_\_\_\_

Country of Citizenship US

Residence Cambridge, MA

Post Office Address 987 Memorial Drive, Apt. 672, Cambridge, MA 02138

Steven J. Mintz

**Inventor's signature** \_\_\_\_\_

**Date** \_\_\_\_\_

**Country of Citizenship** US

**Residence** Saddle River, NJ

**Post Office Address** 73 Fox Hedge Road, Saddle River, NJ 07458



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**SIGNATURE(S)**

Laura T. Putnam

**Inventor's signature** \_\_\_\_\_


**Date** \_\_\_\_\_

**Country of Citizenship** US

**Residence** Bloomington, NY

**Post Office Address** 32 Greenkill Road, Bloomington, NY 12411

Eileen C. Shapiro

**Inventor's signature**  \_\_\_\_\_

**Date** 27 Jun 01

**Country of Citizenship** US

**Residence** Cambridge, MA

**Post Office Address** 987 Memorial Drive, Apt. 672, Cambridge, MA 02138

Steven J. Mintz

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**PRIORITY CLAIM (35 U.S.C. Section 119(a)-(d))**

I hereby claim foreign priority benefits under Title 35, United States Code, Section 119(a)-(d) of any foreign application(s) for patent or inventor's certificate or of any PCT international application(s) designating at least one country other than the United States of America listed below and have also identified below any foreign application(s) for patent or inventor's certificate or any PCT international application(s) designating at least one country other than the United States of America filed by me on the same subject matter having a filing date before that of the application(s) of which priority is claimed.

Such applications have been filed as follows.

**CLAIM FOR BENEFIT OF PRIOR U.S. PROVISIONAL APPLICATION(S)**  
(35 U.S.C. Section 119(e))

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